We are pleased to welcome Nancy Deyhle (ICU) into her new release time position with ONA. Many of you know Nancy from her current role as the co-chair of the Riverbend Nurse Staffing Committee and her roles on the bargaining team and ONA/SHMC Executive Committee where she served as vice-chair. Now Nancy is stepping up to help guide and build the SHMC Steward Council as the steward council captain. Nancy started her new role in mid-November and is already making a difference for nurses. As steward council captain, Nancy will take lead on helping nurses who need representation in meetings with management and human resources. She is working with current stewards to mentor and support them in advancing their skills including basic grievance handling. Nancy will be recruiting new stewards for units and shifts that don’t currently have one. The goal is to have trained stewards on every unit and shift by spring.

Nancy is a fierce advocate for nurses and she doesn’t shy away from asking hard questions of management. Her leadership on the ONA bargaining team, executive committee, and nurse staffing committee has been crucial to maintaining a strong contract and defending nurses from unfair treatment while maintaining high nursing practice standards. We are thrilled to have Nancy serving in this new role.

Stewards are an important resource for nurses to answer contract questions or serve as a representative in an investigatory meeting. Strong stewards help maintain a strong contract and ensure nurses’ rights are respected. If you are interested in learning what it means to be a steward, please contact Nancy at Deyhle@OregonRN.org.

MESSAGE FROM STEWARD COUNCIL CAPTAIN, NANCY DEYHLE

Hello! I am excited for the opportunity to help strengthen our SHMC Steward Council. I have worked as a registered nurse for the past 37 years, with the past 17 years at SHMC. I have partnered with ONA participating on many levels including negotiating team, ONA/SHMC Executive Team, steward/grievance committee, and nurse staffing committee representative and co-chair. I am also active in the ICU Unit Base Practice Council, Professional Practice Shared Governance Council and the Cultural Transformation Council.

I look forward to building a stronger more robust steward/grievance council and mentoring our current members. We are looking for ONA-represented staff nurses who would like to step up.
ICU Nurse Nancy Deyhle to Lead SHMC Steward Council (continued from page 1)

to represent your fellow nurses as an ONA Steward Council member.

This important position has many levels of engagement, including assisting with contract language interpretation with fellow members, explaining to fellow members our ONA benefits, identifying workplace issues that need an action around them, representing nurses in investigatory/fact finding meetings and assisting with grievance filing and attending meetings with the grievant.

ONA has been conducting steward council training sessions at the state level (these sessions are virtual now and will restart in January). Locally, we will have monthly steward council meetings to help with mentoring, debriefing on issues, looking at best practices, identifying workplace issues that need monitoring or an action, troubleshooting issues and grievances and training sessions for stewards.

If you are interested or know someone who you think might be interested please contact me via email Deyhle@OregonRN.org or Nancydy@msn.com; or by phone: 541-543-1662.

-Nancy Deyhle, RN

Negotiations Continue on COVID Agreement

We have been working since August to renew the COVID memorandum of understanding (MOU) with PeaceHealth. This agreement covers all three ONA PeaceHealth bargaining units in Oregon: Sacred Heart Medical Center, Sacred Heart Home Care Services and Peace Harbor Medical Center. What should have been a simple renewal of the agreement has instead stretched out to a months long process with PeaceHealth administration appearing to drag their feet. Negotiations have been frustrating as we have made little movement between meetings.

Before we gave up or signed on to a weak agreement, we reached out to members to find out what your priorities are around COVID-related impacts. Thanks to everyone who took time to respond to the COVID survey. Your input will help guide us as we work on this COVID MOU renewal and to address other issues related to dealing with COVID that were brought forward in the survey.

Items ONA has proposed include:

- Providing appropriate PPE
- Providing ONA with notice of workplace exposures
- Additional time to reach a break area for meals/breaks
- Replenishing the COVID Sick Time Bank
- Language to protect per diems if a labor pool is reestablished

You can review the most recent ONA proposal on the ONA/SHMC website at www.OregonRN.org/86, or by clicking here.

In our last bargaining session, PeaceHealth said they would be willing to provide nurses with an extra five minutes to get to a break area for lunch but not for taking a break. They reasoned that nurses can take their break in an alcove and don’t need to go down to the larger temporary break areas. We pointed out that they are legally obligated to provide nurses with a break area and currently many are too small to allow for more than one or two people to use them at once. They were unmoved by this pushback and unwilling to make even this small concession to help nurses have a little less stress on the job in the middle of a pandemic.

We are scheduled to return to the table on Dec. 22 and hope that we can make some progress toward a final agreement.

Oregon Nurses Association | 18765 SW Boones Ferry Road, Suite 200 | Tualatin, OR 97062 | 1-800-634-3552 within Oregon | www.OregonRN.org
Weingarten was a U.S. Supreme Court case that gave workers the right to have a steward present in some circumstances "when a supervisor asks for information that could be used as a basis for discipline."

As a represented nurse you should always request a steward if a meeting could lead to discipline.

You should say the following whenever requested to go to a meeting with administration or your manager:

"Could this discussion in any way lead to discipline? If so, I respectfully request that my union representative be present."

There may be times when a manager ignores a nurse's Weingarten rights. If that happens, you should stay in the room to hear the manager out, and take notes. If you are denied representation you don’t have to answer any questions until you have a representative present. If this happens to you, please reach out to your steward or labor representative right away!

My manager asked to have a meeting with me and I told them I wanted an ONA rep to join me. Now what do I do?

ONA has multiple stewards at RiverBend and University District that have been specially trained to join you for this type of meeting. There should be a list posted on the ONA bulletin board on your unit. No list? Let us know. You can also reach out to one of your ONA labor reps via the ONA website on the SHMC bargaining unit page at www.OregonRN.org/86 and we will help arrange for you to have representation.

Why should I bring a steward? Won’t that make things worse?

Stewards have received special training to represent you in this type of meeting. A steward will help coordinate the meeting time and location and is there on your behalf to support and advocate for you. They are also there to take notes so there is a record of the meeting. These things can be stressful, so it’s good to have someone there to help support you through the process and to be sure everything is handled fairly and appropriately. If you do receive a corrective action, the steward or labor rep will help to determine if the discipline is fair and accurate or if it needs to be grieved or challenged.

No, it will not make things worse if you request a steward. In fact, it actually makes the whole process go more smoothly, so don’t go alone!

Are you interested in becoming a steward?

There are upcoming local training opportunities available. Let us know if you are interested in being an advocate for your fellow nurses! Questions or comments? Let us know! Email: Deyhle@OregonRN.org.
COVID Vaccines: ONA to Push for More Time Off

As this newsletter goes to press, the new COVID vaccines are arriving at Riverbend. Your executive committee has been briefed by PeaceHealth on their plans for setting up vaccination clinics for nurses and other staff members. We know that the vaccine may cause some people to feel mild symptoms for a short period after receiving it, which means people might have to miss work for a day or two.

ONA will be pushing for PeaceHealth to provide nurses with additional PTO to cover this potential lost time for both rounds of the vaccine. We don’t want the concern of lost time to be a barrier to being able to participate in vaccination. Stay tuned for more updates as we continue to work on this issue.

Workers Compensation for COVID and Vaccine Reactions

If you become infected with COVID due to a workplace exposure, you are entitled to worker compensation. Make sure to file a claim even if you are not certain that is was a workplace exposure so that you don’t lose your access to this benefit if you end up qualifying for it.

The COVID vaccine, like other vaccines in rare cases, may cause an adverse reaction that would mean losing time at work for more than just a day or two. This situation would qualify for worker’s compensation. If you experience a serious adverse reaction to the COVID vaccine, file a worker’s compensation claim along with a short term disability claim to ensure you receive all the benefits to which you are entitled. Workers compensation claim forms can be accessed through Crossroads.

Overtime: Voluntary or Mandatory?

“Mandatory overtime” is any time that exceeds those time limits specified in ORS 441.166, unless the nursing staff member voluntarily chooses to work overtime. In the workplace, it is sometimes unclear if the additional hours you’re working are considered mandatory or voluntary overtime. Maybe your manager tells you that they desperately need someone to stay a few hours extra and they’re really counting on you to be a team player and step up. You feel obligated to stay since there is no coverage. Is this considered mandatory or voluntary overtime? It depends. You must clearly ask your manager “Is this mandatory overtime?” Below are three scenarios your manager may present:

1. Your manager says no, this is not mandatory overtime. Ask your manager if there is a replacement staff member coming to accept your patient assignment. If there is no staff available, then you are unable to disengage from your patient assignment because this would put you in jeopardy of patient abandonment.

In short, this could be interpreted as mandatory overtime because your nursing license is at risk.

2. Your manager says there is a staff member coming to relieve you, but your unit could use an extra nurse to help create safer assignments for staff. In this scenario, it does not appear the hospital is mandating overtime and you have the right to decline to voluntarily overtime work.

3. Your manager says yes, this is mandatory overtime, but we just called someone in to cover this next shift. Your employer can mandate that you work one additional hour beyond your agreed upon and prearranged shift. Whether voluntary or mandatory overtime, both should be clearly documented somewhere so that your unit and house wide staffing committee can review for trends and opportunities for staffing improvements.

See the ONA Mandatory Overtime FAQ for more information on this topic.
Get Involved in Your Union

Workplace Violence Prevention Committee and Health Benefits Review Committee Seeking Nurse Members

There are currently vacancies on two committees for ONA members. The Workplace Violence Prevention Committee brings together nurses, managers, security staff and educators to find ways to protect staff and patients from physical violence and threats of violence. This is an Oregon system committee that includes staff from around the state and moves initiatives up through the PeaceHealth system. This committee has helped shape the patient belongings/weapons screening process and provided guidance on how the flag in Epic on known violent patients was implemented among other accomplishments. This committee meets once a month and currently has two nurse vacancies.

The Health Benefits Review Committee brings together ONA, SEIU and AFT members with human resources to provide feedback on health benefits with a focus on improving access to and usage of wellness programs and benefits. This committee meets quarterly and currently has two vacancies.

Time spent in these committee meetings is paid time. Nurses will be appointed by the SHMC executive committee. If you are interested in learning more about these committees or want to be considered for one of them, email Claire Syrett, ONA labor relations representative Syrett@OregonRN.org.

ONA Nurse Leadership Institute - Build Your Leadership Skills

Are you interested in taking your career to the next level? Apply today for the Oregon Nurses Association’s Nurse Leadership Institute (NLI). This free, year-long program is designed to help you improve your leadership and communication skills. Join a dynamic group of people who want to make positive change in health care through politics, practice and labor. In 2021, the NLI will focus on equity in nursing and health care during a series of monthly classes, a group project and a mentorship opportunity.

Space is limited. The deadline to apply is Jan. 31, 2021. Learn more at:

www.OregonRN.org/NLI
Completing the Staffing Request & Documentation Form (SRDF)

WHY FILL OUT THE SRDF?

The Oregon Hospital Nurse Staffing Law defines “safe patient care” as “…nursing care that is provided appropriately, in a timely manner, and meets the patient’s health care needs.” Inappropriate nurse staffing can lead to patient care needs not being met.

The information gathered in SRDFs allows ONA to track staffing data and provide information to hospital wide staffing committees. It also provides valuable information to labor representatives about how specific units are staffed, and can be used to assist with OHA complaints.

HOW TO FILL OUT THE SRDF

If you work a shift with insufficient nurse staffing, you should complete the following steps:

1. Notify someone in the chain of command;
2. Ask for additional staff;
3. Ask for a response in a reasonable period of time, (e.g., minutes, hours) and;
4. Complete the SRDF as detailed below.

The nurse should complete the SRDF at the end of the shift or within 48 hours. The SRDF can be found online at OregonRN.org/SRDF. A PDF copy is automatically emailed to the nurse and to ONA, and it is the nurse’s responsibility to forward a copy of the completed form to the nurse manager, PNCC chair, and staffing co-chair. The SRDF should be completed even if the problem is corrected quickly.

Questions about the SRDF process? Email SRDF@OregonRN.org

ANA Launches Resilience & Nurse Suicide Prevention Resource Site

The American Nurses Association (ANA) is committed to meeting the needs of nurses and has launched a NEW Nurse Suicide Prevention and Resilience Resource site to provide information and tools to address the critical issue of suicide prevention. Research indicates that nurses are at a much higher risk of suicide than the general public. During this unprecedented time, nurses are struggling with mental health issues like fear, anxiety, depression, and post-traumatic stress as they respond to COVID-19 and continue to care for all patients. Effectively managing these mental health issues is essential in nurse suicide prevention.

ANA’s Resilience and Nurse Suicide Prevention Resource site provides information and tools to:

- Build resilience
- Assist in active crises
- Support suicide survivors
- Offer grief and bereavement coping strategies
- Honor a nurse’s memory

We encourage all nurses to check out the site, bookmark the pages, and share the resources with a colleague or a friend in need.

Nurses, you are not alone. Help is available. Learn more here.